

DISCIPLINARY COMPLAINT RESOLUTION AGREEMENT

pursuant to section 55(2)(a.1) of the *Health Professions Act*

BETWEEN:

JUSTIN LEM, #114,168
(the “**Registrant**”)

and

College of Registered Nurses of Alberta
(the “**College**”)

A Disciplinary Complaint Resolution Agreement (“**DCRA**”) was executed between the Registrant and the College, dated with effect November 26, 2025. The below constitutes a summary of such DCRA:

Through an Agreement with the College, Justin Lem, #114,168 (the “**Registrant**”), acknowledged and admitted that their behaviour constituted unprofessional conduct. Particulars of the Registrant’s unprofessional conduct arises from one (1) complaint to the College include the following:

- a. On or around approximately January 31, 2025, the Registrant demonstrated a lack of knowledge, skill and/or judgment in the provision of professional nursing services when they:
 - Failed to recognize a feeding tube migrated causing a patient to struggle with breathing;
 - Failed to document repositioning a patient throughout a shift;
 - Failed to recognize a patient’s bed was unplugged causing the a patient with a pressure ulcer to become uncomfortable;
 - Failed to document cleaning up patient’s rectal tube and flushing it; and
 - Failed to change a pressure line.

The Registrant agreed to complete coursework and a period of supervision. Conditions shall appear on the College register and on the Registrant’s practice permit.”